

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## United States Mint (MINT)

**For 1st Quarter 2008 for period ending December 31, 2007**

Note: Data provided through Treasury's new I-trak Complaint Management System (ICMS) implemented in FY 2006.

| Complaint Activity         | Comparative Data          |      |      |      |      |                       |
|----------------------------|---------------------------|------|------|------|------|-----------------------|
|                            | Previous Fiscal Year Data |      |      |      |      | 2008<br>Thru<br>12-31 |
|                            | 2003                      | 2004 | 2005 | 2006 | 2007 |                       |
| Number of Complaints Filed | 33                        | 32   | 15   | 18   | 51   | 13                    |
| Number of Complainants     | 33                        | 32   | 15   | 18   | 50   | 13                    |
| Repeat Filers*             | 0                         | 0    | 0    | 0    | 1    | 0                     |

\* FY 2003- FY 2005 data is not available due to migration to new ICMS.

| Complaints by Basis   | Comparative Data          |      |      |      |      |                       |
|---|---------------------------|------|------|------|------|-----------------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2008<br>Thru<br>12-31 |
| <b><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></b> | 2003                      | 2004 | 2005 | 2006 | 2007 |                       |
| Race  | 10                        | 16   | 9    | 10   | 31   | 5                     |
| Color   | 0                         | 0    | 0    | 1    | 6    | 0                     |
| Religion  | 2                         | 1    | 1    | 0    | 1    | 0                     |
| Reprisal  | 8                         | 13   | 6    | 7    | 17   | 7                     |
| Sex   | 16                        | 14   | 8    | 6    | 17   | 4                     |
| National Origin   | 4                         | 3    | 4    | 1    | 6    | 2                     |
| Equal Pay Act   | 0                         | 0    | 0    | 0    | 0    | 1                     |
| Age   | 5                         | 11   | 3    | 5    | 18   | 2                     |
| Disability  | 3                         | 4    | 2    | 2    | 7    | 2                     |
| Non-EEO   | 3                         | 0    | 0    | 2    | 2    | 0                     |

| Complaints by Issue   | Comparative Data          |             |             |             |             |                       |
|---|---------------------------|-------------|-------------|-------------|-------------|-----------------------|
|   | Previous Fiscal Year Data |             |             |             |             | 2008<br>Thru<br>12-31 |
| <b><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></b> | <b>2003</b>               | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> |                       |
| Appointment/Hire  | 0                         | 0           | 0           | 0           | 2           | 1                     |
| Assignment of Duties  | 6                         | 5           | 1           | 1           | 6           | 1                     |
| Awards  | 1                         | 0           | 1           | 0           | 3           | 2                     |
| Conversion to Full-time   | 0                         | 1           | 0           | 0           | 0           | 0                     |
| <b>Disciplinary Action</b>  |                           |             |             |             |             |                       |
| Demotion  | 0                         | 0           | 0           | 1           | 0           | 0                     |
| Reprimand   | 3                         | 0           | 1           | 0           | 2           | 1                     |
| Suspension  | 1                         | 0           | 0           | 0           | 1           | 2                     |
| Removal   | 0                         | 0           | 0           | 0           | 0           | 0                     |
| Other   | 0                         | 0           | 0           | 2           | 0           | 1                     |
| Duty Hours  | 2                         | 0           | 0           | 0           | 4           | 0                     |
| Evaluation Appraisal  | 1                         | 1           | 0           | 0           | 3           | 1                     |
| Examination/Test  | 0                         | 0           | 0           | 0           | 0           | 0                     |
| <b>Harassment</b>   |                           |             |             |             |             |                       |
| Non-Sexual  | 11                        | 8           | 3           | 10          | 25          | 7                     |
| Sexual  | 3                         | 0           | 1           | 1           | 1           | 0                     |
| Medical Examination   | 0                         | 0           | 0           | 0           | 0           | 0                     |
| Pay (Including Overtime)  | 2                         | 0           | 0           | 0           | 1           | 1                     |
| Promotion/Non-Selection   | 9                         | 14          | 6           | 3           | 14          | 2                     |
| <b>Reassignment</b>   |                           |             |             |             |             |                       |
| Denied  | 0                         | 0           | 0           | 1           | 0           | 0                     |
| Directed  | 1                         | 3           | 0           | 1           | 1           | 0                     |
| Reasonable Accommodation  | 0                         | 0           | 0           | 0           | 5           | 1                     |
| Reinstatement   | 0                         | 1           | 0           | 0           | 0           | 0                     |

| Complaints by Issue   | Comparative Data          |             |             |             |             |                       |
|---|---------------------------|-------------|-------------|-------------|-------------|-----------------------|
|   | Previous Fiscal Year Data |             |             |             |             | 2008<br>Thru<br>12-31 |
| <b><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></b> | <b>2003</b>               | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> |                       |
| Retirement  | 0                         | 0           | 0           | 0           | 1           | 0                     |
| Termination   | 2                         | 0           | 0           | 1           | 2           | 0                     |
| Terms/Conditions of Employment  | 6                         | 3           | 5           | 5           | 0           | 1                     |
| Time and Attendance   | 3                         | 1           | 0           | 1           | 3           | 1                     |
| Training  | 2                         | 0           | 1           | 0           | 7           | 0                     |
| Other   | 0                         | 0           | 0           | 0           | 1           | 0                     |

| Processing Time  | Comparative Data          |        |        |        |        |                       |
|--|---------------------------|--------|--------|--------|--------|-----------------------|
|  | Previous Fiscal Year Data |        |        |        |        | 2008<br>Thru<br>12-31 |
|  | 2003                      | 2004   | 2005   | 2006   | 2007   |                       |
| Complaints pending during fiscal year                                |                           |        |        |        |        |                       |
| Average number of days in investigation                              | 203.81                    | 220.79 | 303.00 | 358.33 | 291.65 | 243.71                |
| Average number of days in final action                               | 513.79                    | 599.09 | 197.67 | 14.00  | 68.64  | 201.00                |
| Complaint pending during fiscal year where hearing was requested     |                           |        |        |        |        |                       |
| Average number of days in investigation                              | 0                         | 0      | 309.00 | 244.00 | 136.33 | 0                     |
| Average number of days in final action                               | 0                         | 0      | 0      | 3.75   | 3.60   | 0                     |
| Complaint pending during fiscal year where hearing was not requested |                           |        |        |        |        |                       |
| Average number of days in investigation                              | 203.81                    | 220.79 | 301.91 | 276.25 | 314.95 | 243.71                |
| Average number of days in final action                               | 513.79                    | 599.09 | 197.67 | 34.50  | 122.83 | 201.00                |



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| Findings of Discrimination<br>Rendered by Issue* | Comparative Data          |   |      |   |      |   |      |   |      |   |                           |   |
|--|---------------------------|---|------|---|------|---|------|---|------|---|---------------------------|---|
|  | Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   | 2008<br>Thru<br>12-<br>31 |   |
|  | 2003                      |   | 2004 |   | 2005 |   | 2006 |   | 2007 |   |                           |   |
|  | #                         | % | #    | % | #    | % | #    | % | #    | % | #                         | % |
| Removal  | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Other  | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Duty Hours                                       | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Evaluation Appraisal                             | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Examination/Test                                 | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Harassment                                       |                           |   |      |   |      |   |      |   |      |   |                           |   |
| Non-Sexual                                       | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Sexual   | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Medical Examination                              | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Pay (Including Overtime)                         | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Promotion/Non-Selection                          | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Reassignment                                     |                           |   |      |   |      |   |      |   |      |   |                           |   |
| Denied   | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Directed   | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Reasonable Accommodation                         | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Reinstatement                                    | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Retirement                                       | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Termination                                      | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Terms/Conditions of Employment                   | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Time and Attendance                              | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Training   | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Other - User Defined                             | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
|  |                           |   |      |   |      |   |      |   |      |   |                           |   |
| Findings After Hearing                           | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0                         |   |

[illegible]



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| Findings of Discrimination<br>Rendered by Issue* | Comparative Data          |   |      |   |      |   |      |   |      |   |                           |   |
|--|---------------------------|---|------|---|------|---|------|---|------|---|---------------------------|---|
|  | Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   | 2008<br>Thru<br>12-<br>31 |   |
|  | 2003                      |   | 2004 |   | 2005 |   | 2006 |   | 2007 |   |                           |   |
|  | #                         | % | #    | % | #    | % | #    | % | #    | % | #                         | % |
| Medical Examination                              | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Pay (Including Overtime)                         | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Promotion/Non-Selection                          | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Reassignment                                     |                           |   |      |   |      |   |      |   |      |   |                           |   |
| Denied   | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Directed   | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Reasonable Accommodation                         | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Reinstatement                                    | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Retirement                                       | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Termination                                      | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Terms/Conditions of Employment                   | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Time and Attendance                              | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Training   | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |
| Other - User Defined                             | 0                         | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                         | 0 |

\* FY 2003- FY 2004 data is not available due to migration to new ICMS.

| Pending Complaints Filed in Previous<br>Fiscal Years by Status | Comparative Data          |      |      |      |      |                           |
|--|---------------------------|------|------|------|------|---------------------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2008<br>Thru<br>12-<br>31 |
|  | 2003                      | 2004 | 2005 | 2006 | 2007 |                           |
| Total complaints from previous Fiscal Years                    | 46                        | 32   | 37   | 28   | 24   | 53                        |
| Total Complainants   | 16                        | 8    | 18   | 9    | 9    | 45                        |
| <b>Number complaints pending</b>                               |                           |      |      |      |      |                           |
| Investigation  | 0                         | 0    | 2    | 2    | 0    | 23                        |
| ROI issued, pending Complainant's action                       | 0                         | 0    | 0    | 0    | 0    | 4                         |

| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b> | <b>Comparative Data</b>          |             |             |             |             |                                     |
|--|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------------|
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2008<br/>Thru<br/>12-<br/>31</b> |
|  | <b>2003</b>                      | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> |                                     |
| Hearing  | 15                               | 7           | 12          | 6           | 9           | 18                                  |
| Final Agency Action  | 0                                | 1           | 1           | 0           | 0           | 0                                   |
| Appeal with EEOC Office of Federal Operations                      | 0                                | 0           | 0           | 0           | 0           | 0                                   |

| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |                                     |
|---|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------------|
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2008<br/>Thru<br/>12-<br/>31</b> |
|   | <b>2003</b>                      | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> |                                     |
| Pending Complaints Where Investigations Exceed Required Time Frames | 4                                | 7           | 6           | 5           | 8           | 13                                  |